

# Management REPORT

September 15, 1955

No. 139

CROWN ZELLERBACH CORPORATION today announced plans for construction of a \$2 million multiwall bag plant as a companion unit for its projected kraft paper mill at Antioch, California. Construction of the bag plant is scheduled to start in December and to be completed in mid-1956 along with the paper mill. About 10 percent of the new mill's output of kraft paper will be converted annually into some 54 million multiwall bags, used for packaging materials ranging from sugar to cement in Crown Zellerbach's expanding California markets. The bag plant, covering more than 170,000 square feet, will contain two high-speed, color printing presses, three tubers and bottomers and auxiliary equipment. Some of the equipment and the nucleus of the work force will come from Crown Zellerbach's present multiwall bag plants at San Leandro, Calif. and Port Townsend, Washington.

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THE PARKING AREA where the old opera house stood will be completed this week. Spaces are being assigned to those supervisors who have had parking stalls in front of the main office building and to other supervisors who must use their cars while at work. Spaces in front of the office and MacMaster buildings will now be reserved for the company car and for daytime visitors. After 5 P.M. and on Saturdays and Sundays, this area will be reserved for supervisors and foremen coming in for emergencies, for emergency maintenance men and for firemen answering mill alarms. We ask the cooperation of all others in respecting these purposes and not parking there even on midnight shifts. Clockroom men will be asked to tag cars parked in this area unless the owner is working in the mill on an emergency basis.

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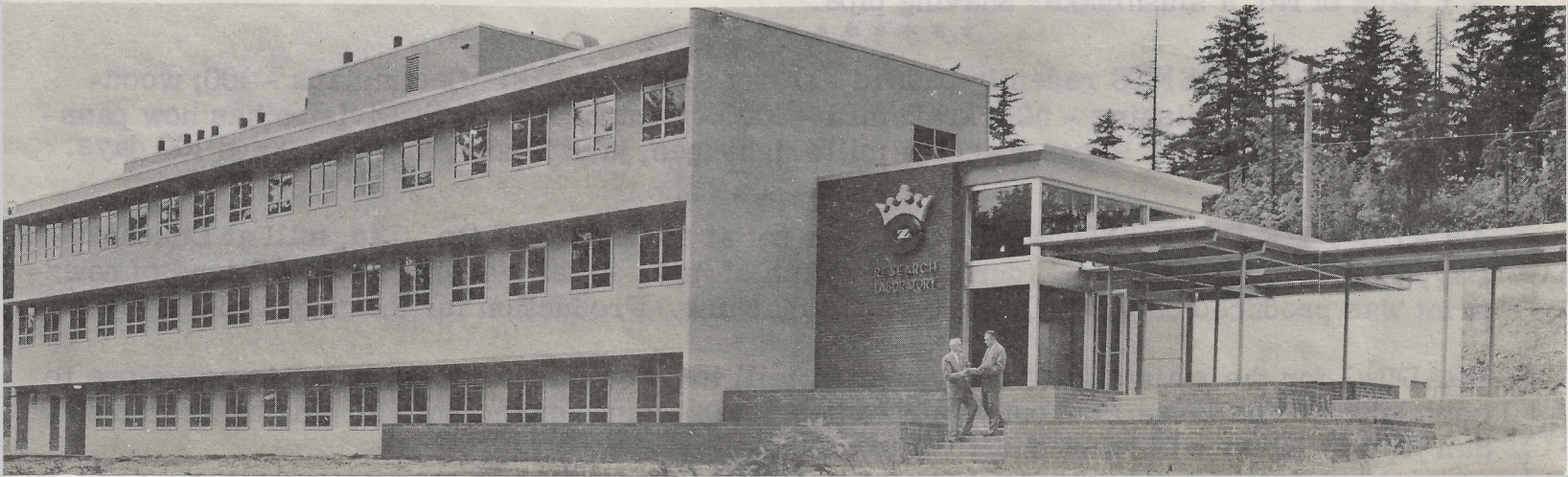
TRANSFER AND PROMOTION of Wm. Shockley, sulfite mill shift foreman, is announced. He leaves for San Francisco Tuesday where he will take up his duties as engineer in the new product development and sales division. Bill joined CZ in 1950 after having earned his B.A. degree in chemistry and physics at Western Maryland college and gained research experience with the Celanese Corp. of America and as technical associate at the Institute of Paper Chemistry, Appleton, Wisconsin.

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APPRECIATION is extended to the 218 persons who gave Tuesday at the Red Cross blood bank and to the 18 others who offered. The response was the most generous in years.

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OUR CONGRATULATIONS go to Dr. W. W. Moyer and Dr. W. M. Hearon and the staffs of Central Research Department and Chemical Products Division as they open the new research building. Distinguished leaders of industry, education, and government are in Camas for this notable event. We are pleased to have a large number of them as visitors in the mill. All CZ employees and members of their families are especially invited to attend the Central Research open house this Saturday, Sept. 17, from 1:00 to 9 P.M. The research laboratory and the complete experimental pulp and paper mill in the adjoining development laboratory will be operating for visitors. Guides will be provided to explain special exhibits; slides and motion pictures will also be shown in the research lab's large auditorium.





MEMBERS OF THE JOINT JOB ANALYSIS BOARD met here last week to report their findings on earlier job studies. Such visits are made approximately every three months. Robert Hetherington, representing both the International Brotherhoods of Papermakers and Pulp, Sulphite, and Papermill Workers, and J. M. Tedford of the Pacific Coast Association of Pulp and Paper Manufacturers, comprise the job analysis board as established by the labor agreement. They work with the plant analysis committee in evaluating and setting the rate for any job presented for analysis in accordance with this program.

Members of the local committee include two representatives from each union and two from the company. (See picture.) Responsibilities of the local committee include acting upon all requests for job analysis which may arise in the mill. They then make application to the joint job analysis board (Tedford and Hetherington, who maintain offices in Portland) when and if in their opinion such analysis would result in a wage rate change. The local committee also makes investigations of jobs submitted for analysis and assists the job analysis board by pointing out facts about the jobs. This means that no foreman or shop steward or any single individual of either management or union has the authority to change a wage rate. All requests for changes are considered first by the local committee then if they believe the request to be one in which there is reason for wage change, (either higher or lower rates) they refer the matter to the job analysis board. Their work has been heavy in recent months because expansion throughout the industry has produced many new jobs which require analysis.



Both Mr. Tedford and Mr. Hetherington make their homes in Camas where they were former CZ employees. Mr. Tedford was called from his mill duties by the manufacturers' association in 1936 to become their representative. Mr. Hetherington served as recording secretary and treasurer of Local 100 for several years before being tapped for his present duties in 1944. Since undertaking the development of the job analysis program, both men have become widely-known authorities as they serve the people of the 39 west coast pulp and paper mills. Both are enthusiastic in their praise of the efficient cooperation of the men of the local committee.

Joint Job Analysis Committee for Camas Mill  
Left: Archie Smith, steam plant, and John Finnell, dock shipping, representing Pulp and Sulphite Local 100. Center: Management representatives Bill Sampson and Dick Lawton, personnel (Bill is serving temporarily in place of regular member Jim Phillips who is recuperating from recent operation.) Right: Bill Keist, paper machines, and Phil Leeds, beaters, represent Papermakers' Local 130.

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A VISUAL AID PROJECT has been completed in the maintenance department during which 337 men took advantage of the opportunity to have their eyes tested. The Orthorater machine, operated by Peggy Kestie, safety office, was moved from the safety department to the maintenance office to make the service more convenient for the men. 121 men (practically one man out of three) were encouraged to follow up the test by going to the optometrist of his choice because the test indicated some visual deficiency. The Orthorater will be moved to the bag factory next week where request has been made for the service.

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THREE BEATER MEN have recently received additional cash awards for suggestions which they had offered earlier. A. D. Romine earned an additional \$10 for his idea concerning a flexible pipe on color tank. R. A. Moore received \$30 for his suggestion to build a wall back of No. 6 broke beater. Ellis Newkirk drew a \$60 check in recognition of his idea for a Y back of No. 4 slushmaker shaving pipe.

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THESE DEPARTMENTS recently passed 100-day safety marks: electricians - 100; wood-mill - 100; No. 1 finishing - 500; kraft mill - 1000. Central Research Division has now passed the 800-day mark. Paper machine millwright men, Jack Krank, foreman, have 100 days.

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AN ALL-TIME PRODUCTION RECORD was set at the Elk Falls Co., Ltd. mill at Duncan Bay, Vancouver Island, B. C. during the month of July. A daily average of 300.1 tons of newsprint was produced on the 270" trim paper machine. Production for the month was 8447 tons.

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GRADING for the main site of the new kraft mill to be built at Antioch, Calif. is now close to completion. The levee is about 75% completed. Dredging for the ship turning basin in the San Joaquin River will start shortly after Labor Day.